

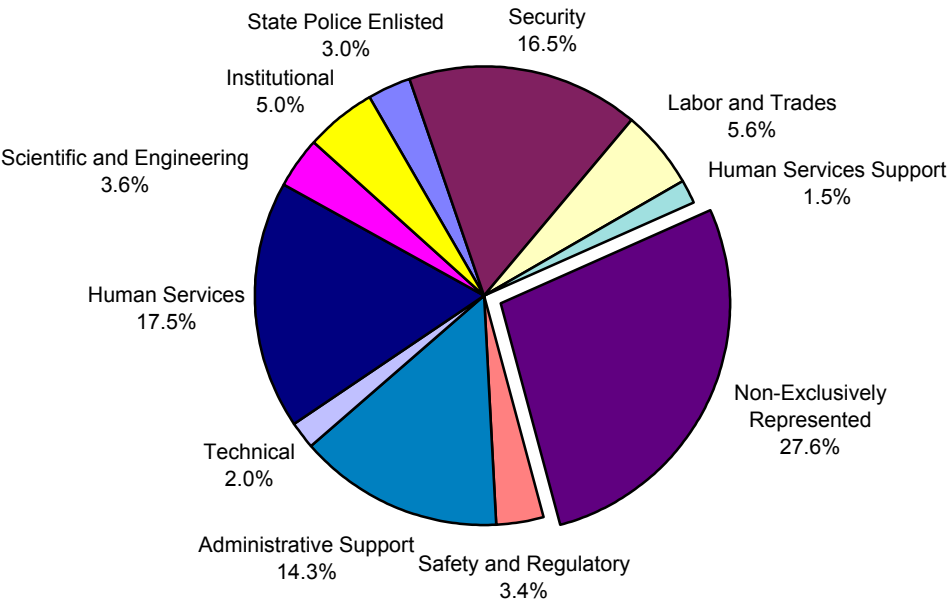
## SECTION FIVE

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### **BARGAINING UNIT CHARACTERISTICS**

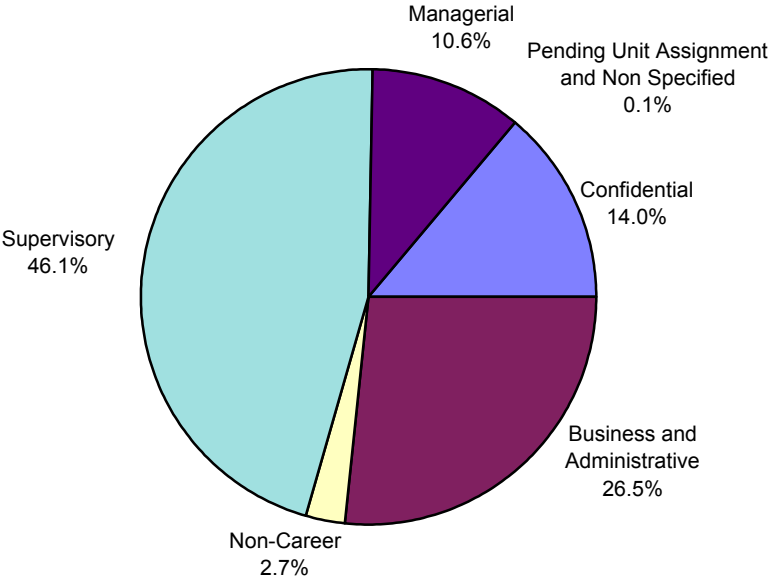
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT  
BY BARGAINING UNIT  
2001-02**

Graph 5-1



(58,200 Employees)

**Non-Exclusively Represented  
16,038 Employees**



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-28-02.  
Comment: Of the 58,200 classified employees at fiscal year end, 72.4 percent were exclusively represented by one of eight employee organizations.

# EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

Table 5-1

PAY PERIOD ENDING SEPTEMBER 28, 2002

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A. EMPLS PCT		U.A.W. LOCAL 6008 EMPLS PCT		MCO, SEIU LOCAL 526-M EMPLS PCT		SEIU LOCAL 31-M EMPLS PCT		MPES, SEIU LOCAL 517 EMPLS PCT		U.T.E.A. EMPLS PCT		M.S.P.T.A. EMPLS PCT		AFSCME COUNCIL 25 EMPLS PCT	
A02 SAFETY & REGULATORY	1,953	1,366	69.9	1	0.1	2	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0
A31 LABOR AND TRADES	3,237	2,945	91.0	2	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	9,625	2	0.0	1	0.0	9,435	98.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
E42 HUMAN SERVICES SUPPORT	884	0	0.0	15	1.7	0	0.0	697	78.8	0	0.0	0	0.0	0	0.0	1	0.1
H21 SCIENTIFIC & ENGINEERING	2,080	1	0.0	2	0.1	0	0.0	0	0.0	2,007	96.5	8	0.4	0	0.0	0	0.0
L32 TECHNICAL	1,180	2	0.2	1	0.1	0	0.0	0	0.0	0	0.0	1,104	93.6	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,759	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,740	98.9	0	0.0
U11 INSTITUTIONAL	2,883	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,188	75.9
W22 HUMAN SERVICES	10,210	0	0.0	9,475	92.8	10	0.1	4	0.0	0	0.0	0	0.0	0	0.0	7	0.1
W41 ADMINISTRATIVE SUPPORT	8,351	1	0.0	7,673	91.9	3	0.0	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	10	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,244	0	0.0	7	0.2	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	12	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	7,386	5	0.1	25	0.3	11	0.1	2	0.0	7	0.1	0	0.0	5	0.1	1	0.0
Y52 NONCAREER	435	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,705	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,246	0	0.0	10	0.4	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
<b>EXCLUSIVELY REPRESENTED TOTAL</b>	<b>42,162</b>	<b>4,317</b>	<b>10.2</b>	<b>17,170</b>	<b>40.7</b>	<b>9,450</b>	<b>22.4</b>	<b>703</b>	<b>1.7</b>	<b>2,007</b>	<b>4.8</b>	<b>1,115</b>	<b>2.6</b>	<b>1,740</b>	<b>4.1</b>	<b>2,197</b>	<b>5.2</b>
<b>NON-EXCLUSIVELY REPRESENTED TOTAL</b>	<b>16,038</b>	<b>5</b>	<b>0.0</b>	<b>42</b>	<b>0.3</b>	<b>12</b>	<b>0.1</b>	<b>3</b>	<b>0.0</b>	<b>8</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>5</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>
<b>STATEWIDE TOTALS</b>	<b>58,200</b>	<b>4,322</b>	<b>7.4</b>	<b>17,212</b>	<b>29.6</b>	<b>9,462</b>	<b>16.3</b>	<b>706</b>	<b>1.2</b>	<b>2,015</b>	<b>3.5</b>	<b>1,115</b>	<b>1.9</b>	<b>1,745</b>	<b>3.0</b>	<b>2,198</b>	<b>3.8</b>

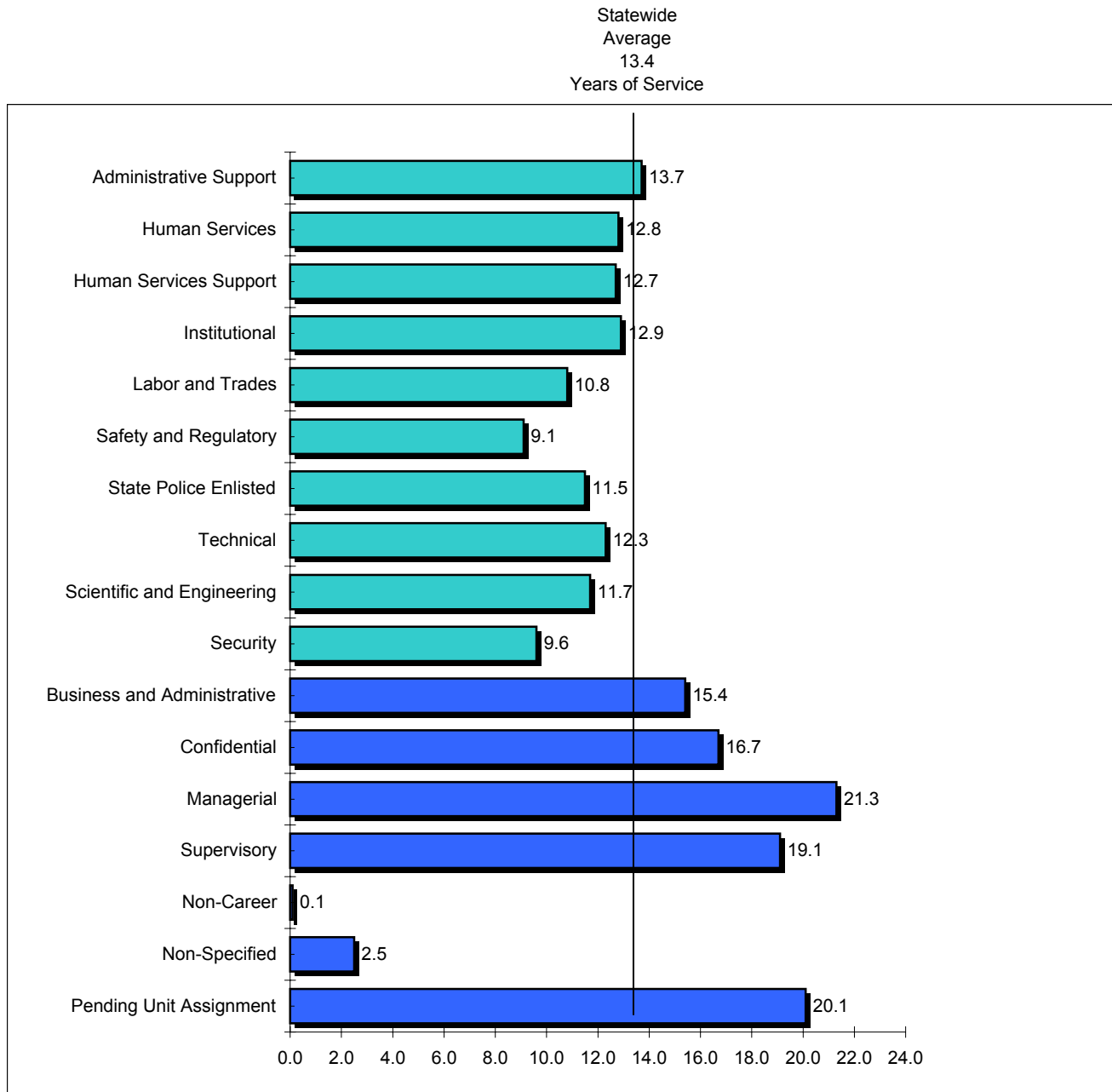
Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44

REPORT SEQUENCE: UNION\_CD

TABLES USED: HRM\_GRP1-5\_DEDUCTIONS, HRM\_APPT\_DEPART

**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Fiscal Year 2001-02**



■ Exclusively Represented Units  
■ Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-28-02.

**CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS**  
**PAY PERIOD ENDING SEP 28, 2002**

Table 5-2

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 SAFETY &amp; REGULATORY</b>																
LESS THAN 6 YEARS	623	242	22	13	2	5	9	3	4	3	4	14	664	280	2	0
6 - 10 YEARS	190	51	13	13	5	2	3	0	2	0	0	0	213	66	3	1
11- 15 YEARS	169	45	21	23	2	4	7	2	2	0	0	0	201	74	9	5
16 - 20 YEARS	87	33	17	14	7	0	5	0	1	0	0	0	117	47	3	2
21 - 25 YEARS	76	35	13	20	1	1	3	2	0	0	0	0	93	58	6	2
26 - 30 YEARS	42	31	3	20	3	0	1	1	0	1	0	0	49	53	4	5
31 - 35 YEARS	21	12	0	2	0	0	0	0	0	0	0	0	21	14	4	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,211</b>	<b>449</b>	<b>89</b>	<b>105</b>	<b>20</b>	<b>12</b>	<b>28</b>	<b>8</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>14</b>	<b>1,361</b>	<b>592</b>	<b>31</b>	<b>15</b>
MORE THAN 10 YEARS	398	156	54	79	13	5	16	5	3	1	0	0	484	246	26	14
AVERAGE YEARS	8.3	8.6	12.5	17.0	15.1	9.2	11.4	13.5	6.7	8.8	0.0	0.0	8.7	9.9	18.8	19.4
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>9.1</b>															

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 LABOR AND TRADES</b>																
LESS THAN 6 YEARS	972	261	56	12	16	3	15	1	2	2	5	5	1,066	284	9	0
6 - 10 YEARS	332	35	19	3	8	1	9	1	0	0	0	0	368	40	10	1
11- 15 YEARS	401	36	47	7	8	0	14	2	3	0	0	0	473	45	38	2
16 - 20 YEARS	234	22	29	6	8	0	8	2	0	0	0	0	279	30	31	2
21 - 25 YEARS	260	30	26	6	10	0	13	3	0	0	0	0	309	39	36	1
26 - 30 YEARS	179	14	14	5	9	0	17	1	0	0	0	0	219	20	17	2
31 - 35 YEARS	48	2	2	0	0	0	0	0	0	0	0	0	50	2	9	1
36 - 40 YEARS	11	0	1	0	0	0	0	0	0	0	0	0	12	0	4	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,438</b>	<b>400</b>	<b>194</b>	<b>39</b>	<b>59</b>	<b>4</b>	<b>76</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>2,777</b>	<b>460</b>	<b>154</b>	<b>9</b>
MORE THAN 10 YEARS	1,134	104	119	24	35	0	52	8	3	0	0	0	1,343	136	135	8
AVERAGE YEARS	11.1	6.0	13.0	13.8	14.3	2.0	16.1	17.4	8.8	1.5	0.0	0.0	11.4	6.8	18.8	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>10.8</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 SECURITY</b>																
LESS THAN 6 YEARS	2,209	517	244	231	52	13	59	30	10	1	11	2	2,585	794	4	4
6 - 10 YEARS	1,494	346	177	139	52	10	55	17	4	0	0	0	1,782	512	13	2
11- 15 YEARS	1,645	243	133	112	54	7	41	4	4	0	0	0	1,877	366	73	15
16 - 20 YEARS	796	89	148	110	13	4	15	3	1	1	0	0	973	207	57	15
21 - 25 YEARS	324	23	31	10	4	0	3	1	0	0	0	0	362	34	18	0
26 - 30 YEARS	107	4	9	3	0	0	1	0	0	0	0	0	117	7	6	0
31 - 35 YEARS	5	0	2	0	0	0	0	0	0	0	0	0	7	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>6,582</b>	<b>1,222</b>	<b>744</b>	<b>605</b>	<b>175</b>	<b>34</b>	<b>174</b>	<b>55</b>	<b>19</b>	<b>2</b>	<b>11</b>	<b>2</b>	<b>7,705</b>	<b>1,920</b>	<b>172</b>	<b>36</b>
MORE THAN 10 YEARS	2,879	359	323	235	71	11	60	8	5	1	0	0	3,338	614	155	30
AVERAGE YEARS	10.0	7.9	9.8	9.1	9.4	8.2	8.9	6.2	6.6	10.0	0.8	1.0	9.9	8.2	15.9	13.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.6</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 HUMAN SERVICES SUPPORT</b>																
LESS THAN 6 YEARS	43	73	28	113	0	3	2	9	3	3	0	7	76	208	1	1
6 - 10 YEARS	29	54	9	38	1	2	1	3	1	0	0	0	41	97	5	7
11- 15 YEARS	24	52	10	45	0	3	3	10	0	1	0	0	37	111	11	10
16 - 20 YEARS	5	36	2	17	0	0	1	4	0	0	0	0	8	57	1	3
21 - 25 YEARS	14	50	7	21	0	3	0	2	0	0	0	0	21	76	7	10
26 - 30 YEARS	17	55	3	35	2	2	3	0	0	0	0	0	25	92	7	10
31 - 35 YEARS	7	15	0	6	0	0	0	0	0	0	0	0	7	21	3	0
36 - 40 YEARS	1	1	0	3	0	0	0	0	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>141</b>	<b>336</b>	<b>60</b>	<b>278</b>	<b>3</b>	<b>13</b>	<b>10</b>	<b>28</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>7</b>	<b>218</b>	<b>666</b>	<b>35</b>	<b>41</b>
MORE THAN 10 YEARS	69	209	23	127	2	8	7	16	0	1	0	0	101	361	29	33
AVERAGE YEARS	12.7	15.1	9.5	11.0	19.7	14.8	14.7	10.0	2.3	4.8	0.0	0.7	11.8	12.9	18.9	18.2
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.7</b>													



BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 SCIENTIFIC &amp; ENGINEERING</b>																
LESS THAN 6 YEARS	393	182	7	9	0	0	5	4	17	14	5	2	427	211	1	1
6 - 10 YEARS	219	129	10	11	0	0	3	1	11	9	0	0	243	150	3	1
11- 15 YEARS	285	131	16	9	1	1	7	1	8	7	0	0	317	149	8	4
16 - 20 YEARS	109	63	11	7	1	3	3	0	8	1	0	0	132	74	2	3
21 - 25 YEARS	134	36	12	4	0	0	3	0	7	2	0	0	156	42	4	2
26 - 30 YEARS	110	10	5	0	0	0	1	0	5	0	0	0	121	10	2	0
31 - 35 YEARS	29	0	0	0	0	0	0	0	5	0	0	0	34	0	2	0
36 - 40 YEARS	11	1	0	0	0	0	0	0	1	0	0	0	12	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,291</b>	<b>552</b>	<b>61</b>	<b>40</b>	<b>2</b>	<b>4</b>	<b>22</b>	<b>6</b>	<b>62</b>	<b>33</b>	<b>5</b>	<b>2</b>	<b>1,443</b>	<b>637</b>	<b>25</b>	<b>11</b>
MORE THAN 10 YEARS	679	241	44	20	2	4	14	1	34	10	0	0	773	276	21	9
AVERAGE YEARS	12.4	10.0	15.1	11.0	15.5	16.3	12.9	6.2	14.1	8.2	0.6	1.0	12.5	9.9	20.3	15.2
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.7</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 TECHNICAL</b>																
LESS THAN 6 YEARS	262	100	9	14	1	1	8	0	7	2	5	4	292	121	0	0
6 - 10 YEARS	121	37	5	1	1	0	2	0	1	2	0	0	130	40	2	0
11- 15 YEARS	161	48	11	8	0	0	3	1	3	1	0	0	178	58	7	1
16 - 20 YEARS	58	20	10	5	0	1	0	1	0	0	0	0	68	27	1	2
21 - 25 YEARS	40	16	6	5	4	0	3	1	1	1	0	0	54	23	1	1
26 - 30 YEARS	82	7	3	2	0	0	4	0	0	1	0	0	89	10	10	1
31 - 35 YEARS	52	5	2	1	2	0	1	0	2	0	0	0	59	6	7	0
36 - 40 YEARS	19	1	0	0	0	0	0	0	0	0	0	0	19	1	3	0
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>800</b>	<b>234</b>	<b>46</b>	<b>36</b>	<b>8</b>	<b>2</b>	<b>21</b>	<b>3</b>	<b>14</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>894</b>	<b>286</b>	<b>32</b>	<b>5</b>
MORE THAN 10 YEARS	417	97	32	21	6	1	11	3	6	3	0	0	472	125	30	5
AVERAGE YEARS	13.1	9.3	14.2	11.6	21.0	8.5	13.3	19.0	11.1	11.6	0.2	0.0	13.1	9.6	25.1	19.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.3</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 STATE POLICE ENLISTED</b>																
LESS THAN 6 YEARS	415	33	8	2	1	0	6	0	2	0	0	0	432	35	0	0
6 - 10 YEARS	368	67	34	4	17	0	16	0	2	0	0	0	437	71	2	0
11- 15 YEARS	197	49	32	3	5	0	13	2	2	1	0	0	249	55	0	0
16 - 20 YEARS	106	31	28	2	3	0	9	0	0	0	0	0	146	33	1	0
21 - 25 YEARS	168	17	40	2	2	0	13	0	0	0	0	0	223	19	1	0
26 - 30 YEARS	29	1	2	0	0	0	3	0	0	0	0	0	34	1	0	0
31 - 35 YEARS	17	1	1	0	0	0	1	0	0	0	0	0	19	1	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,304</b>	<b>199</b>	<b>145</b>	<b>13</b>	<b>28</b>	<b>0</b>	<b>61</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1,544</b>	<b>215</b>	<b>4</b>	<b>0</b>
MORE THAN 10 YEARS	521	99	103	7	10	0	39	2	2	1	0	0	675	109	2	0
AVERAGE YEARS	10.9	11.6	15.3	12.3	10.7	0.0	14.8	14.0	8.5	13.0	0.0	0.0	11.5	11.6	14.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>11.5</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 INSTITUTIONAL</b>																
LESS THAN 6 YEARS	268	403	88	171	2	2	8	12	3	6	3	0	372	594	0	0
6 - 10 YEARS	125	125	56	84	1	1	6	3	3	0	0	0	191	213	4	3
11- 15 YEARS	107	98	51	87	2	1	7	5	2	3	0	0	169	194	7	4
16 - 20 YEARS	71	105	33	62	3	1	1	4	0	0	0	0	108	172	7	7
21 - 25 YEARS	143	190	104	120	3	0	4	4	1	0	0	0	255	314	12	14
26 - 30 YEARS	88	82	22	40	1	0	2	0	0	0	0	0	113	122	14	5
31 - 35 YEARS	17	20	6	15	0	0	1	0	0	0	0	0	24	35	2	2
36 - 40 YEARS	2	2	0	3	0	0	0	0	0	0	0	0	2	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>821</b>	<b>1,025</b>	<b>360</b>	<b>582</b>	<b>12</b>	<b>5</b>	<b>29</b>	<b>28</b>	<b>9</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>1,234</b>	<b>1,649</b>	<b>46</b>	<b>35</b>
MORE THAN 10 YEARS	428	497	216	327	9	2	15	13	3	3	0	0	671	842	42	32
AVERAGE YEARS	13.0	12.2	14.2	13.3	15.4	9.2	12.2	10.1	8.2	6.4	0.3	0.0	13.3	12.5	21.1	21.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.9</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 HUMAN SERVICES</b>																
LESS THAN 6 YEARS	582	1,508	147	815	4	12	27	90	19	32	7	10	786	2,467	10	17
6 - 10 YEARS	458	869	109	313	4	10	19	61	5	18	0	0	595	1,271	12	31
11- 15 YEARS	304	602	69	310	2	11	20	56	6	12	0	0	401	991	32	68
16 - 20 YEARS	178	349	48	185	3	4	5	25	5	16	0	0	239	579	16	34
21 - 25 YEARS	360	637	61	372	1	12	7	19	8	9	0	0	437	1,049	43	81
26 - 30 YEARS	300	438	42	317	3	2	7	7	5	1	0	0	357	765	29	46
31 - 35 YEARS	67	89	11	74	0	2	0	2	1	1	0	0	79	168	7	10
36 - 40 YEARS	13	6	2	3	0	0	0	0	0	0	0	0	15	9	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>2,263</b>	<b>4,499</b>	<b>489</b>	<b>2,389</b>	<b>17</b>	<b>53</b>	<b>85</b>	<b>260</b>	<b>49</b>	<b>89</b>	<b>7</b>	<b>10</b>	<b>2,910</b>	<b>7,300</b>	<b>149</b>	<b>287</b>
MORE THAN 10 YEARS	1,223	2,122	233	1,261	9	31	39	109	25	39	0	0	1,529	3,562	127	239
AVERAGE YEARS	14.1	12.2	12.4	13.4	13.0	13.2	10.7	10.1	12.4	10.6	-0.3	0.3	13.6	12.5	19.3	18.3
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>12.8</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 ADMINISTRATIVE SUPPORT</b>																
LESS THAN 6 YEARS	246	1,687	46	379	1	11	12	79	7	15	3	9	315	2,180	2	12
6 - 10 YEARS	81	766	9	166	0	21	2	27	0	4	0	0	92	984	10	47
11- 15 YEARS	61	887	17	231	2	16	6	73	2	8	0	0	88	1,215	21	117
16 - 20 YEARS	35	577	14	165	0	10	5	33	1	6	0	0	55	791	16	83
21 - 25 YEARS	69	1,031	24	302	0	17	5	45	0	7	0	0	98	1,402	22	110
26 - 30 YEARS	49	648	6	195	0	3	2	11	1	1	0	0	58	858	9	72
31 - 35 YEARS	8	144	3	36	0	2	0	1	0	0	0	0	11	183	1	8
36 - 40 YEARS	0	16	0	4	0	0	0	0	0	0	0	0	0	20	0	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>549</b>	<b>5,757</b>	<b>119</b>	<b>1,478</b>	<b>3</b>	<b>80</b>	<b>32</b>	<b>269</b>	<b>11</b>	<b>41</b>	<b>3</b>	<b>9</b>	<b>717</b>	<b>7,634</b>	<b>81</b>	<b>451</b>
MORE THAN 10 YEARS	222	3,304	64	933	2	48	18	163	4	22	0	0	310	4,470	69	392
AVERAGE YEARS	10.9	13.9	12.3	15.0	10.3	13.8	11.7	12.3	7.5	11.2	0.0	0.1	11.0	14.0	17.6	18.4
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>13.7</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y00 NON-SPECIFIED</b>																
LESS THAN 6 YEARS	4	3	0	0	0	0	0	0	0	0	0	1	4	4	0	0
6 - 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>2.5</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 BUSINESS &amp; ADMINISTRATION</b>																
LESS THAN 6 YEARS	451	378	42	63	3	2	7	9	18	18	0	0	521	470	6	0
6 - 10 YEARS	217	224	24	42	0	3	4	3	10	14	0	0	255	286	7	6
11- 15 YEARS	236	293	55	75	2	2	13	14	13	12	0	0	319	396	27	23
16 - 20 YEARS	121	207	35	66	1	4	9	6	8	8	0	0	174	291	23	15
21 - 25 YEARS	252	344	48	82	2	3	10	6	4	7	0	0	316	442	36	38
26 - 30 YEARS	240	257	19	39	1	1	3	4	6	2	0	0	269	303	31	28
31 - 35 YEARS	71	90	3	10	0	0	1	0	1	2	0	0	76	102	11	5
36 - 40 YEARS	8	12	0	2	0	0	0	1	0	0	0	0	8	15	1	4
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>1,596</b>	<b>1,805</b>	<b>227</b>	<b>379</b>	<b>9</b>	<b>15</b>	<b>47</b>	<b>43</b>	<b>60</b>	<b>63</b>	<b>0</b>	<b>0</b>	<b>1,939</b>	<b>2,305</b>	<b>142</b>	<b>119</b>
MORE THAN 10 YEARS	928	1,203	161	274	6	10	36	31	32	31	0	0	1,163	1,549	129	113
AVERAGE YEARS	14.8	16.0	15.3	16.1	14.2	15.3	15.5	14.5	12.5	11.6	0.0	0.0	14.8	15.8	20.9	21.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>15.4</b>													



BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y50 PENDING UNIT ASSIGNMENT</b>																
LESS THAN 6 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
21 - 25 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
26 - 30 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>3</b>	<b>5</b>	<b>0</b>
MORE THAN 10 YEARS	8	3	0	0	0	0	0	0	0	0	0	0	8	3	5	0
AVERAGE YEARS	20.4	19.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.4	19.0	21.6	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>20.1</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 SUPERVISORY</b>																
LESS THAN 6 YEARS	182	160	24	46	2	1	1	2	4	6	0	1	213	216	2	2
6 - 10 YEARS	344	238	54	99	6	9	8	6	9	10	0	0	421	362	10	5
11- 15 YEARS	667	385	116	161	24	4	22	13	15	13	0	0	844	576	41	28
16 - 20 YEARS	631	337	118	147	10	7	17	10	12	8	0	0	788	509	76	39
21 - 25 YEARS	787	531	108	186	12	6	20	18	11	15	0	0	938	756	105	71
26 - 30 YEARS	623	333	74	158	4	2	16	12	8	4	0	0	725	509	79	34
31 - 35 YEARS	259	121	15	45	2	0	1	3	4	2	0	0	281	171	30	12
36 - 40 YEARS	38	16	0	9	0	0	0	0	2	0	0	0	40	25	3	2
MORE THAN 40 YEARS	5	3	2	2	0	0	0	0	0	0	0	0	7	5	2	1
<b>BARGAINING UNIT TOTAL</b>	<b>3,536</b>	<b>2,124</b>	<b>511</b>	<b>853</b>	<b>60</b>	<b>29</b>	<b>85</b>	<b>64</b>	<b>65</b>	<b>58</b>	<b>0</b>	<b>1</b>	<b>4,257</b>	<b>3,129</b>	<b>348</b>	<b>194</b>
MORE THAN 10 YEARS	3,010	1,726	433	708	52	19	76	56	52	42	0	0	3,623	2,551	336	187
AVERAGE YEARS	19.6	18.7	18.3	19.1	17.3	15.4	19.1	19.6	18.3	16.0	0.0	0.0	19.4	18.7	22.4	21.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>19.1</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 NONCAREER</b>																
LESS THAN 6 YEARS	148	208	13	38	0	0	4	8	3	3	4	5	172	262	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>149</b>	<b>208</b>	<b>13</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>173</b>	<b>262</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.2	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>0.1</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 MANAGERIAL</b>																
LESS THAN 6 YEARS	83	58	6	9	0	0	0	2	0	2	0	2	89	73	0	1
6 - 10 YEARS	70	34	6	1	0	0	2	1	3	0	0	0	81	36	0	0
11- 15 YEARS	83	76	11	10	0	0	2	1	5	3	0	0	101	90	4	3
16 - 20 YEARS	86	56	19	15	3	0	2	2	1	1	0	0	111	74	6	5
21 - 25 YEARS	190	111	34	30	2	2	3	1	1	1	0	0	230	145	25	7
26 - 30 YEARS	261	97	26	38	2	2	5	0	3	3	0	0	297	140	36	13
31 - 35 YEARS	129	41	7	19	2	0	2	0	0	0	0	0	140	60	11	4
36 - 40 YEARS	24	5	4	1	0	0	1	0	0	0	0	0	29	6	7	1
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	2	1	1	0
<b>BARGAINING UNIT TOTAL</b>	<b>928</b>	<b>478</b>	<b>113</b>	<b>124</b>	<b>9</b>	<b>4</b>	<b>17</b>	<b>7</b>	<b>13</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>1,080</b>	<b>625</b>	<b>90</b>	<b>34</b>
MORE THAN 10 YEARS	775	386	101	114	9	4	15	4	10	8	0	0	910	516	90	33
AVERAGE YEARS	22.0	19.5	21.8	23.3	24.0	24.0	22.6	11.6	17.2	17.4	0.0	0.0	22.0	20.1	26.8	24.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>21.3</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 CONFIDENTIAL</b>																
LESS THAN 6 YEARS	73	279	8	54	0	2	4	3	0	6	1	3	86	347	1	1
6 - 10 YEARS	36	172	10	33	2	2	1	4	0	1	0	0	49	212	0	4
11- 15 YEARS	30	261	11	56	0	4	4	10	0	5	0	0	45	336	2	14
16 - 20 YEARS	21	128	3	37	0	4	1	13	2	2	0	0	27	184	3	15
21 - 25 YEARS	40	293	11	78	1	5	2	25	2	3	0	0	56	404	10	33
26 - 30 YEARS	44	250	4	75	2	2	0	7	0	0	0	0	50	334	6	34
31 - 35 YEARS	14	68	3	9	0	0	1	1	0	0	0	0	18	78	1	7
36 - 40 YEARS	2	12	0	5	0	0	0	0	0	0	0	0	2	17	0	1
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>260</b>	<b>1,463</b>	<b>50</b>	<b>348</b>	<b>5</b>	<b>19</b>	<b>13</b>	<b>63</b>	<b>4</b>	<b>17</b>	<b>1</b>	<b>3</b>	<b>333</b>	<b>1,913</b>	<b>23</b>	<b>109</b>
MORE THAN 10 YEARS	151	1,012	32	261	3	15	8	56	4	10	0	0	198	1,354	22	104
AVERAGE YEARS	15.1	16.7	15.4	18.1	19.6	17.0	12.7	19.2	20.0	11.5	0.0	0.0	15.2	16.9	22.5	22.4
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>16.7</b>													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,955	6,092	748	1,969	84	55	167	252	99	113	48	65	8,101	8,546	38	39
6 - 10 YEARS	4,084	3,147	535	948	97	61	131	127	51	58	0	0	4,898	4,341	81	108
11- 15 YEARS	4,370	3,207	600	1,137	102	53	162	194	65	66	0	0	5,299	4,657	280	294
16 - 20 YEARS	2,540	2,054	515	839	52	38	81	103	39	43	0	0	3,227	3,077	245	225
21 - 25 YEARS	2,861	3,344	525	1,238	42	49	89	127	35	45	0	0	3,552	4,803	328	370
26 - 30 YEARS	2,173	2,228	232	927	27	14	65	43	28	13	0	0	2,525	3,225	251	250
31 - 35 YEARS	744	608	55	217	6	4	8	7	13	5	0	0	826	841	89	49
36 - 40 YEARS	138	72	7	30	0	0	1	1	3	0	0	0	149	103	20	10
MORE THAN 40 YEARS	17	5	4	4	0	0	0	0	0	0	0	0	21	9	5	1
<b>STATEWIDE TOTAL</b>	<b>23,882</b>	<b>20,757</b>	<b>3,221</b>	<b>7,309</b>	<b>410</b>	<b>274</b>	<b>704</b>	<b>854</b>	<b>333</b>	<b>343</b>	<b>48</b>	<b>65</b>	<b>28,598</b>	<b>29,602</b>	<b>1,337</b>	<b>1,346</b>
MORE THAN 10 YEARS	12,843	11,518	1,938	4,392	229	158	406	475	183	172	0	0	15,599	16,715	1,218	1,199
AVERAGE YEARS	13.0	13.5	13.7	14.4	12.8	13.2	13.1	12.2	13.0	11.5	0.3	0.2	13.1	13.6	20.4	19.6
<b>STATEWIDE AVERAGE YEARS</b>			<b>13.4</b>													

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING SEPTEMBER 28, 2002

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	1,959	3%	41.8	\$17.03	1,050	54%
A31	LABOR AND TRADES	3,252	6%	44.6	\$16.41	1,958	60%
C12	SECURITY	9,738	17%	39.9	\$18.84	6,768	70%
E42	HUMAN SERVICES SUPPORT	886	2%	47.8	\$17.25	614	69%
H21	SCIENTIFIC & ENGINEERING	2,080	4%	43.0	\$25.63	1,462	70%
L32	TECHNICAL	1,181	2%	42.0	\$18.13	775	66%
T01	STATE POLICE ENLISTED	1,767	3%	37.3	\$22.62	1,385	78%
U11	INSTITUTIONAL	2,923	5%	44.9	\$16.12	1,976	68%
W22	HUMAN SERVICES	10,226	18%	45.3	\$21.33	6,974	68%
W41	ADMINISTRATIVE SUPPORT	8,361	14%	45.6	\$16.60	5,841	70%
Y00	NON-SPECIFIED	10	0%	30.2	\$13.00	2	20%
Y23	BUSINESS & ADMINISTRATION	4,247	7%	46.2	\$25.32	3,285	77%
Y50	PENDING UNIT ASSIGNMENT	12	0%	50.2	\$21.89	11	92%
Y51	SUPERVISORY	7,400	13%	48.4	\$26.32	6,998	95%
Y52	NONCAREER	435	1%	24.3	\$11.37	1	0%
Y98	MANAGERIAL	1,705	3%	51.0	\$39.65	1,548	91%
Y99	CONFIDENTIAL	2,247	4%	45.9	\$21.72	1,814	81%
<b>STATEWIDE TOTALS</b>		<b>58,429</b>	<b>100%</b>	<b>44.4</b>	<b>\$21.02</b>	<b>42,462</b>	<b>73%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25  
REPORT SEQUENCE: UNION\_CD  
TABLE USED: HRM\_APPT\_DEPART

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING SEPTEMBER 28, 2002**

Bargaining Unit		Health Insurance							Dental Insurance						Vision Insurance	
		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	8,361	3,830	46%	3,509	42%	148	2%	7,167	86%	349	4%	44	1%	7,572	91%
Y23	BUSINESS & ADMINISTRATION	4,247	1,665	39%	2,227	52%	94	2%	3,820	90%	144	3%	35	1%	4,002	94%
Y99	CONFIDENTIAL	2,247	900	40%	1,105	49%	42	2%	1,984	88%	69	3%	13	1%	2,062	92%
W22	HUMAN SERVICES	10,226	5,728	56%	3,680	36%	176	2%	9,266	91%	328	3%	56	1%	9,671	95%
E42	HUMAN SERVICES SUPPORT	886	548	62%	255	29%	10	1%	766	86%	51	6%	2	0%	811	92%
U11	INSTITUTIONAL	2,923	1,767	60%	965	33%	16	1%	2,714	93%	41	1%	4	0%	2,759	94%
A31	LABOR AND TRADES	3,252	1,543	47%	1,007	31%	41	1%	2,577	79%	0	0%	11	0%	2,588	80%
Y98	MANAGERIAL	1,705	903	53%	708	42%	24	1%	1,612	95%	23	1%	5	0%	1,638	96%
Y52	NONCAREER	435	2	0%	4	1%	0	0%	6	1%	0	0%	0	0%	6	1%
Y00	NON-SPECIFIED	10	1	10%	1	10%	0	0%	1	10%	1	10%	0	0%	2	20%
Y50	PENDING UNIT ASSIGNMENT	12	4	33%	7	58%	0	0%	10	83%	1	8%	0	0%	11	92%
A02	SAFETY & REGULATORY	1,959	999	51%	367	19%	38	2%	1,369	70%	6	0%	12	1%	1,384	71%
H21	SCIENTIFIC & ENGINEERING	2,080	1,023	49%	910	44%	49	2%	1,923	92%	56	3%	12	1%	2,000	96%
C12	SECURITY	9,738	6,280	64%	3,002	31%	67	1%	9,139	94%	236	2%	19	0%	9,397	96%
T01	STATE POLICE ENLISTED	1,767	1,591	90%	143	8%	3	0%	1,727	98%	10	1%	0	0%	1,738	98%
Y51	SUPERVISORY	7,400	4,249	57%	2,697	36%	95	1%	6,900	93%	150	2%	21	0%	7,062	95%
L32	TECHNICAL	1,181	597	51%	403	34%	18	2%	988	84%	27	2%	3	0%	1,020	86%
<b>STATEWIDE TOTALS:</b>		<b>58,429</b>	<b>31,630</b>	<b>54%</b>	<b>20,990</b>	<b>36%</b>	<b>821</b>	<b>1%</b>	<b>51,969</b>	<b>89%</b>	<b>1,492</b>	<b>3%</b>	<b>237</b>	<b>0%</b>	<b>53,723</b>	<b>92%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

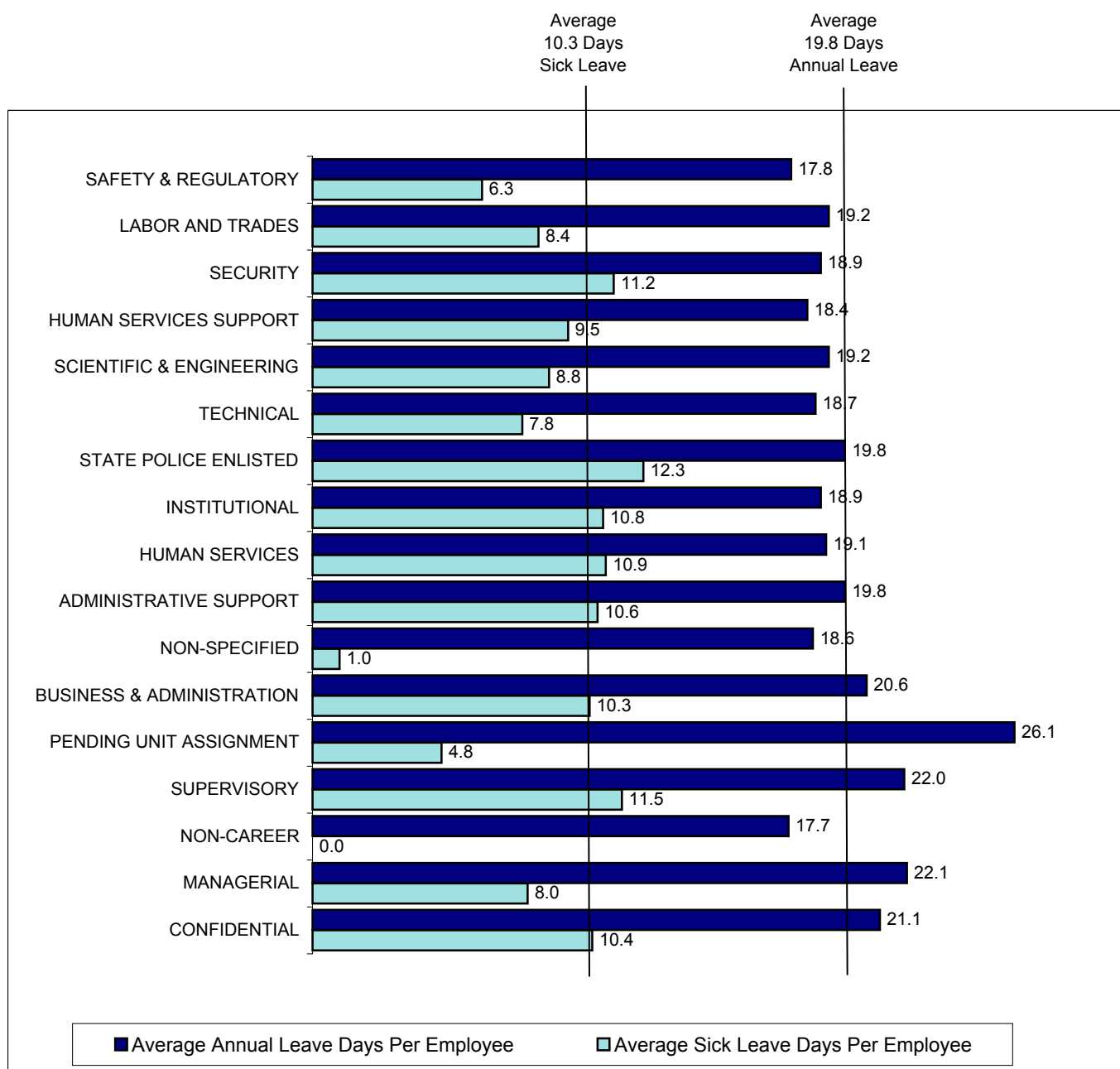


**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**  
**PAY PERIOD ENDING SEPTEMBER 28, 2002**

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	8,361	7,238	87%	161	2%	7,288	87%	495	6%	969	12%
Y23	BUSINESS & ADMINISTRATION	4,247	3,788	89%	46	1%	3,788	89%	347	8%	1,026	24%
Y99	CONFIDENTIAL	2,247	2,062	92%	24	1%	2,056	91%	141	6%	495	22%
W22	HUMAN SERVICES	10,226	9,306	91%	0	0%	9,474	93%	724	7%	1,448	14%
E42	HUMAN SERVICES SUPPORT	886	682	77%	0	0%	814	92%	71	8%	75	8%
U11	INSTITUTIONAL	2,923	2,634	90%	1	0%	2,856	98%	49	2%	91	3%
A31	LABOR AND TRADES	3,252	2,432	75%	21	1%	2,582	79%	126	4%	131	4%
Y98	MANAGERIAL	1,705	1,605	94%	44	3%	1,537	90%	114	7%	549	32%
Y52	NONCAREER	435	5	1%	1	0%	7	2%	1	0%	1	0%
Y00	NON-SPECIFIED	10	2	20%	0	0%	2	20%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	12	11	92%	0	0%	11	92%	0	0%	5	42%
A02	SAFETY & REGULATORY	1,959	1,249	64%	94	5%	1,251	64%	111	6%	146	7%
H21	SCIENTIFIC & ENGINEERING	2,080	1,727	83%	20	1%	1,832	88%	188	9%	335	16%
C12	SECURITY	9,738	9,247	95%	0	0%	9,465	97%	268	3%	257	3%
T01	STATE POLICE ENLISTED	1,767	1,659	94%	1,296	73%	0	0%	22	1%	104	6%
Y51	SUPERVISORY	7,400	7,174	97%	252	3%	6,697	91%	343	5%	1,332	18%
L32	TECHNICAL	1,181	925	78%	23	2%	909	77%	93	8%	108	9%
<b>STATEWIDE TOTALS:</b>		<b>58,429</b>	<b>51,746</b>	<b>89%</b>	<b>1,983</b>	<b>3%</b>	<b>50,569</b>	<b>87%</b>	<b>3,093</b>	<b>5%</b>	<b>7,072</b>	<b>12%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

### ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT Fiscal Year 2001-02



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 10-1-01 through pay period ending 9-28-02.

**SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT**  
**FROM PAY PERIOD BEGINNING SEP 30, 2001 TO PERIOD ENDING SEP 28, 2002**

Table 5-5

UNION CODE	UNION CODE DESCRIPTION	NUMBER OF EMPLOYEES	TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	2,603	130,280.9	50.1	6.3
A31	LABOR AND TRADES	4,074	272,267.1	66.8	8.4
C12	SECURITY	10,440	936,936.9	89.7	11.2
E42	HUMAN SERVICES SUPPORT	1,071	81,439.8	76.0	9.5
H21	SCIENTIFIC & ENGINEERING	2,204	154,594.3	70.1	8.8
L32	TECHNICAL	1,515	95,011.7	62.7	7.8
T01	STATE POLICE ENLISTED	1,836	181,034.6	98.6	12.3
U11	INSTITUTIONAL	3,724	321,476.6	86.3	10.8
W22	HUMAN SERVICES	11,696	1,024,496.3	87.6	10.9
W41	ADMINISTRATIVE SUPPORT	9,683	821,162.7	84.8	10.6
Y00	NON-SPECIFIED	12	94.4	7.9	1.0
Y23	BUSINESS & ADMINISTRATION	4,660	382,523.2	82.1	10.3
Y50	PENDING UNIT ASSIGNMENT	12	464.9	38.7	4.8
Y51	SUPERVISORY	8,506	782,831.0	92.0	11.5
Y52	NONCAREER	675	152.0	0.2	0.0
Y98	MANAGERIAL	1,904	122,530.9	64.4	8.0
Y99	CONFIDENTIAL	2,513	209,333.7	83.3	10.4
STATEWIDE TOTAL		67,128	5,516,630.8	82.2	10.3

Note: Sick leave usage calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

# ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

Pay Period Ending September 28, 2002

BARGAINING UNIT CODE/NAME	A N N U A L L E A V E				D E F E R R E D H O U R S			
	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
A02 SAFETY & REGULATORY	1,568	223,828.0	142.7	17.8	0	0.0	0.0	0.0
A31 LABOR AND TRADES	2,827	434,032.6	153.5	19.2	2	177.0	88.5	11.1
C12 SECURITY	10,027	1,513,697.0	151.0	18.9	28	563.1	20.1	2.5
E42 HUMAN SERVICES SUPPORT	823	121,177.1	147.2	18.4	1	0.5	0.5	0.1
H21 SCIENTIFIC & ENGINEERING	2,078	318,435.0	153.2	19.2	10	283.0	28.3	3.5
L32 TECHNICAL	1,107	165,275.2	149.3	18.7	1	55.0	55.0	6.9
T01 STATE POLICE ENLISTED	1,825	288,708.1	158.2	19.8	0	0.0	0.0	0.0
U11 INSTITUTIONAL	3,031	458,926.5	151.4	18.9	4	63.2	15.8	2.0
W22 HUMAN SERVICES	10,368	1,581,376.1	152.5	19.1	49	2,150.5	43.9	5.5
W41 ADMINISTRATIVE SUPPORT	8,474	1,341,415.2	158.3	19.8	42	1,538.0	36.6	4.6
Y00 NON-SPECIFIED	2	297.0	148.5	18.6	0	0.0	0.0	0.0
Y23 BUSINESS & ADMINISTRATION	4,339	716,155.2	165.1	20.6	31	990.7	32.0	4.0
Y50 PENDING UNIT ASSIGNMENT	11	2,297.4	208.9	26.1	0	0.0	0.0	0.0
Y51 SUPERVISORY	7,769	1,370,245.6	176.4	22.0	68	2,562.2	37.7	4.7
Y52 NONCAREER	2	283.5	141.8	17.7	0	0.0	0.0	0.0
Y98 MANAGERIAL	1,754	310,570.9	177.1	22.1	12	431.5	36.0	4.5
Y99 CONFIDENTIAL	2,328	393,040.2	168.8	21.1	20	811.1	40.6	5.1
<b>STATEWIDE</b>	<b>58,333</b>	<b>9,239,760.5</b>	<b>158.4</b>	<b>19.8</b>	<b>268</b>	<b>9,625.8</b>	<b>35.9</b>	<b>4.5</b>

Note: This report includes both annual leave and personal leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 32  
 REPORT SEQUENCE: UNION CD  
 TABLES USED: HRM\_EMPLOYEES, PROFILE\_HRS\_PAY\_PERIOD

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2001-02**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
A02	SAFETY & REGULATORY	6.3	17.8	24.1
A31	LABOR AND TRADES	8.4	19.2	27.6
C12	SECURITY	11.2	18.9	30.1
E42	HUMAN SERVICES SUPPORT	9.5	18.4	27.9
H21	SCIENTIFIC & ENGINEERING	8.8	19.2	28.0
L32	TECHNICAL	7.8	18.7	26.5
T01	STATE POLICE ENLISTED	12.3	19.8	32.1
U11	INSTITUTIONAL	10.8	18.9	29.7
W22	HUMAN SERVICES	10.9	19.1	30.0
W41	ADMINISTRATIVE SUPPORT	10.6	19.8	30.4
Y00	NON-SPECIFIED	1.0	18.6	19.6
Y23	BUSINESS & ADMINISTRATION	10.3	20.6	30.9
Y50	PENDING UNIT ASSIGNMENT	4.8	26.1	30.9
Y51	SUPERVISORY	11.5	22.0	33.5
Y52	NON-CAREER	0.0	17.7	17.7
Y98	MANAGERIAL	8.0	22.1	30.1
Y99	CONFIDENTIAL	10.4	21.1	31.5
	STATEWIDE AVERAGE	10.3	19.8	30.1

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-28-02.

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT  
(Average Days Per Employee)**

**Fiscal Years 1997-98 through 2001-02**

<b>UNION CODE</b>	<b>BARGAINING UNIT</b>	<b>1997-98</b>	<b>1998-99</b>	<b>1999-00</b>	<b>2000-01</b>	<b>2001-02</b>
A02	SAFETY & REGULATORY	9.0	10.2	10.5	4.7	6.3
A31	LABOR AND TRADES	9.8	10.2	10.3	8.9	8.4
C12	SECURITY	10.6	11.1	11.3	10.0	11.2
E42	HUMAN SERVICES SUPPORT	9.6	10.5	11.6	10.0	9.5
H21	SCIENTIFIC & ENGINEERING	8.7	8.9	9.0	7.9	8.8
L32	TECHNICAL	7.6	8.1	8.5	7.2	7.8
T01	STATE POLICE ENLISTED	9.0	8.6	9.7	8.8	12.3
U11	INSTITUTIONAL	10.7	11.2	11.0	10.9	10.8
W22	HUMAN SERVICES	9.8	10.3	10.5	10.1	10.9
W41	ADMINISTRATIVE SUPPORT	10.0	10.2	10.4	10.0	10.6
Y00	NON-SPECIFIED	--	--	--	2.4	1.0
Y23	BUSINESS & ADMINISTRATION	8.9	9.3	9.6	9.1	10.3
Y50	PENDING UNIT ASSIGNMENT	7.7	8.8	5.6	4.2	4.8
Y51	SUPERVISORY	9.9	10.4	10.6	9.6	11.5
Y52	NON-CAREER	0.0	0.0	0.0	0.0	0.0
Y98	MANAGERIAL	10.4	7.8	8.5	6.7	8.0
Y99	CONFIDENTIAL	8.9	9.5	9.8	9.6	10.4
	STATEWIDE AVERAGE	9.8	10.2	10.4	9.3	10.3

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

# BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

**EXCLUSIVELY REPRESENTED**

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	664	47	43	0	0	248	24	0	0	0	101	463
ATTORNEY GENERAL	11	514	20	3	0	0	0	0	0	0	0	114	137
AUDITOR GENERAL	03	172	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	1,058	4	11	0	156	1	2	0	14	356	174	718
CIVIL RIGHTS	15	162	0	0	0	0	0	0	0	0	72	23	95
CIVIL SERVICE	19	195	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	5,071	43	152	464	1	106	56	0	1,440	675	569	3,506
CONSUMERS & INDUSTRY SERVICES	67	3,581	264	49	0	604	121	6	0	0	279	718	2,041
CORRECTIONS	47	17,451	11	898	9,161	0	13	83	0	525	2,114	1,333	14,138
EDUCATION	31	379	2	7	0	2	0	0	0	26	96	102	235
ENVIRONMENTAL QUALITY	76	1,499	33	2	0	0	786	47	0	0	1	236	1,105
EXECUTIVE OFFICE	01	49	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	11,896	264	84	0	121	5	4	0	401	6,501	1,792	9,172
HISTORY ARTS AND LIBRARIES	25	318	33	55	0	0	5	2	0	0	54	53	202
MANAGEMENT & BUDGET	07	1,715	8	346	0	0	37	19	0	0	0	286	696
MILITARY AFFAIRS	51	957	29	151	0	0	18	10	0	459	26	63	756
NATURAL RESOURCES	75	2,678	920	550	0	0	190	243	0	12	29	242	2,186
STATE	23	2,014	34	22	0	0	0	0	0	0	0	1,289	1,345
STATE POLICE	55	3,064	168	40	0	0	71	69	1,759	5	0	357	2,469
TRANSPORTATION	59	3,102	62	786	0	0	477	614	0	0	1	284	2,224
TREASURY	27	1,661	11	36	0	0	2	1	0	1	6	613	670
		<b>58,200</b>	<b>1,953</b>	<b>3,237</b>	<b>9,625</b>	<b>884</b>	<b>2,080</b>	<b>1,180</b>	<b>1,759</b>	<b>2,883</b>	<b>10,210</b>	<b>8,351</b>	<b>42,162</b>

**Note:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

# BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL HERE'S
AGRICULTURE	79	664	46	20	26	30	1	78	201
ATTORNEY GENERAL	11	514	20	57	289	0	0	11	377
AUDITOR GENERAL	03	172	7	81	31	4	0	45	168
CAREER DEVELOPMENT	80	1,058	152	33	45	14	0	96	340
CIVIL RIGHTS	15	162	16	23	11	1	0	16	67
CIVIL SERVICE	19	195	8	152	18	5	0	12	195
COMMUNITY HEALTH	39	5,071	458	130	175	44	6	752	1,565
CONSUMERS & INDUSTRY SERVICES	67	3,581	757	168	173	69	9	364	1,540
CORRECTIONS	47	17,451	265	324	177	35	0	2,512	3,313
EDUCATION	31	379	59	31	21	3	0	30	144
ENVIRONMENTAL QUALITY	76	1,499	88	42	25	26	0	213	394
EXECUTIVE OFFICE	01	49	0	49	0	0	0	0	49
FAMILY INDEPENDENCE AGENCY	43	11,896	572	539	197	12	2	1,402	2,724
HISTORY ARTS AND LIBRARIES	25	318	22	10	23	40	0	21	116
MANAGEMENT & BUDGET	07	1,715	464	195	122	62	0	176	1,019
MILITARY AFFAIRS	51	957	30	24	14	1	0	132	201
NATURAL RESOURCES	75	2,678	106	50	52	15	0	269	492
STATE	23	2,014	192	78	48	24	0	327	669
STATE POLICE	55	3,064	120	48	53	9	0	365	595
TRANSPORTATION	59	3,102	240	126	94	31	4	383	878
TREASURY	27	1,661	622	66	111	10	0	182	991
<b>GRAND TOTAL:</b>		<b>58,200</b>	<b>4,244</b>	<b>2,246</b>	<b>1,705</b>	<b>435</b>	<b>22</b>	<b>7,386</b>	<b>16,038</b>

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.



**EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT**  
**PAY PERIOD ENDING SEPTEMBER 28, 2002**

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	201	0	6	0	0	0	0	0	0	0	6
ATTORNEY GENERAL	377	0	0	0	0	0	0	0	1	0	1
AUDITOR GENERAL	168	0	3	0	0	0	0	0	0	0	3
CAREER DEVELOPMENT	340	7	13	0	1	0	0	0	1	0	22
CIVIL RIGHTS	67	0	3	0	0	0	0	0	0	0	3
CIVIL SERVICE	195	0	2	0	0	0	0	0	0	0	2
COMMUNITY HEALTH	1,570	0	205	0	31	29	0	0	1	0	266
CONSUMERS & INDUSTRY SERVICES	1,540	22	31	0	1	0	0	0	4	0	58
CORRECTIONS	3,323	3	313	0	521	2	4	0	12	0	855
EDUCATION	144	1	0	0	1	0	0	0	1	0	3
ENVIRONMENTAL QUALITY	394	1	9	0	0	0	0	0	0	0	10
EXECUTIVE OFFICE	49	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	2,725	5	340	0	53	0	0	0	16	0	414
HISTORY ARTS AND LIBRARIES	116	0	1	0	0	0	0	0	0	0	1
MANAGEMENT & BUDGET	1,019	3	8	0	6	0	0	0	0	0	17
MILITARY AFFAIRS	201	2	16	0	38	0	0	0	2	0	58
NATURAL RESOURCES	492	1	46	0	1	0	0	0	0	0	48
STATE	670	1	40	0	12	0	0	0	0	0	53
STATE POLICE	596	0	22	0	1	0	0	176	0	0	199
TRANSPORTATION	878	3	33	0	1	0	1	0	2	0	40
TREASURY	991	1	20	0	2	0	0	0	2	0	25
<b>STATEWIDE TOTALS:</b>	<b>16,056</b>	<b>50</b>	<b>1,111</b>	<b>0</b>	<b>669</b>	<b>31</b>	<b>5</b>	<b>176</b>	<b>42</b>	<b>0</b>	<b>2,084</b>

Note: This report reflects classified non-exclusively represented employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.